Your committee
Medical academic staff committee

Committees play an important role at the BMA. They represent members’ views across branches of practice, specialisms, and professional activities and provide expert views and opinions to shape our strategies and policies.

2016-17
Dear MASC member

We extend a very warm welcome and congratulations to you on your election to the BMA’s Medical Academic Staff Committee (MASC), for the 2016-17 session. We hope you find the sessions stimulating and hope you will feel free to contribute to our discussions at any time. We are a friendly, informal and approachable group and will be happy to offer support on any matter at all times.

This guide has been produced to offer some advice on how the MASC functions and the roles of its members. We hope that you will find it a useful tool both at the start of your time on the committee and throughout the year. The MASC is the BMA branch of practice committee that represents all doctors who are employed by a university or research organisation including pharmaceutical physicians. It is a highly respected voice for medical academic doctors, both within the BMA and externally. The commitment and hard work of committee members over the years has established this recognition, and we remain very grateful to you for your interest and commitment to academic medicine.

If you have any questions either at the start of, or indeed throughout, the session, please feel free to ask us or other long-standing members of the committee. We are happy to provide you with advice and guidance that you might need. We would particularly value you telling us of particular areas of academia that you are interested in and that you would like to get further involved in. We would be happy to facilitate this if we can.
As a member of the MASC we hope you will become further involved in the work of the committee. You can do this by representing the MASC at other BMA committee meetings, at external meetings where your expertise or experience might help, and by giving your comments and opinions on the issues affecting academic medicine.

Within this guide there is a section on the role of members of the committee which we hope you will find helpful.

MASC maintains an active group email (listserv) and we have also included some information on this and also our presence on BMA communities. You are welcome to express your views on these for these are useful adjuncts to our meetings and a valuable way of communicating within the MASC. They are also a way of sharing information with the representatives to the annual Conference of Medical Academic Representatives (COMAR). We would encourage you to join in debate via these list-servers or on BMA communities.

Finally we hope that you enjoy the year as a MASC member and find involvement in the Committee interesting and rewarding. Your input and hard work over the coming year will be invaluable to our work and is greatly appreciated. Any comments you may have about us and the committee are also very useful feedback on the committee and how it is functioning. We look forward to working with you.

Yours sincerely

Dr Peter Dangerfield
MASC Co-chair

Professor Michael Rees
MASC Co-chair
MASC dates – 2016-2017 session

On occasion dates, times and locations may be subject to change. Members will be notified by the MASC secretariat via the relevant listserver. Dates and times for the Regional Services Liaison Group are yet to be set. Please put the dates in your diary and pass them to your secretary if appropriate.

**MASC**
1. Thursday 30 June 2016 12.00-17.00 Nottingham
2. Friday 16 September 2016 10.30-16.00 BMA House, London
3. Friday 9 December 2016 12.00-16.00 BMA House, London
4. Friday 21 April 2017 10.30-16.00 BMA House, London

**MASC Executive**
1. Friday 1 July 2016 (Away Day) All day Nottingham
2. Friday 21 October 2016 10.30-16.00 BMA House, London (tbc)
3. Friday 10 February 2017 10.30-16.00 BMA House, London (tbc)
4. Thursday 8 June 2017 10.30-16.00 BMA House, London (tbc)

**MASC Regional Services Liaison Group (RSLG)**
1. Friday 28 October 2016 (tbc) 10.30-12:30 (tbc)
2. Thursday 9 February 2017 (tbc) 10.30-12:30 (tbc)

**Joint Academic Trainees Subcommittee (JATS)**
Thursday 27 October 2016 (tbc) 13:30-17:00 (tbc)

**COMAR Agenda Committee**
TBC

**MASC Conferences:**

- **Conference of Medical Academic Representatives (COMAR)**
  - Friday 9 June 2017 All day BMA House, London (tbc)

- **Clinical Academic Trainees Conference**
  - Saturday 4 February 2017 All Day BMA House, London

- **Women in Academic Medicine**
  - Friday 14 October 2016 All Day BMA House, London
The BMA is a voluntary, professional association that represents all doctors from all branches of medicine across the UK. Over 170,000 practising doctors are members, as are nearly 20,000 medical students and 11,000 retired doctors. The BMA is an independent trade union, a scientific and educational body and a limited company, funded largely by its members.
**Annual Representative Meeting**

The Annual Representative Meeting (ARM) takes place each year over four days at the end of June/beginning of July, and provides an opportunity for doctors from all parts of the profession to debate motions on various aspects of their working lives and professional practice. The 2017 ARM will be held from Sunday 25 June to Thursday 29 June in Bournemouth.

Motions on a wide range of issues are sent in by BMA divisions, branch of practice conferences and other constituencies. Representatives also take part in workshops and scientific meetings.

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**BMA Council**

Council is the central executive committee of the BMA as a trade union and the Association’s Board of Directors under company law. It is responsible for administering the affairs of the Association subject to the decisions of representative meetings. It has powers, in the interval between successive meetings of the representative body, to formulate and implement policies on any matter affecting the Association. Medical academics are represented on Council by at least two members including the chair of the committee.

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There are a number of ways to attend the ARM – the secretariat will be able to provide you with further details.
The Medical Academic Staff Committee

The Medical Academic Staff Committee (MASC) is the BMA branch of practice committee responsible for representing the interests of doctors employed by a university or research organisation (including honorary employees) as well as doctors working in the pharmaceutical industry.

The MASC works with university and NHS employers, the Department of Health, the National Institute for Health Research and other stakeholders to ensure that there are sufficient incentives to attract doctors to, and retain doctors in, the discipline.

We also input into key policy issues affecting academia. There are also national committees in Scotland and Northern Ireland which handle academic issues relating specifically to those nations. Responsibility for medical academics in Wales lies with MASC.

MASC acts upon matters affecting medical academics and ensures that the views of medical academics are represented in a range of forums within the BMA and to external stakeholders. The MASC is part of the BMA Policy Directorate, governed by the Political Board, which in turn reports to BMA Council.

We hope that involvement with the MASC is a positive experience; you will meet a wide range of medical academics and be able to participate in discussions on both policy and negotiating issues. There are four meetings of the committee per year, and members join a listserver to engage in further discussions and comment on consultations and draft policy papers.
The MASC has four meetings per session (BMA sessions last for one year from the end of the Annual Representative Meeting at the end of June/beginning of July). All members of the committee are expected to attend. Papers for the meetings are circulated by the secretariat electronically and in hard copy to those members specifically requesting it a week prior to the meeting. There is also a short meeting of the MASC directly after COMAR for the new committee to elect the Chair, Deputy Chair and Executive for the coming session.
The Executive
The Executive acts upon issues arising in between meetings of the MASC and any matter which the MASC may choose to refer to it. The Executive meets three times throughout the year and has an Away Day during the summer. It is chaired by the Co-Chairs of the MASC. Elections to the Executive are carried out at the committee meeting directly after COMAR. The Executive also has a list-server for the discussion of matters for which it is responsible.

Regional Services Liaison Group
The Group is comprises of three members of the MASC, and the BMA Member Relations staff responsible for medical academics. RSLG meets three times throughout the year to take forward issues arising from local and individual industrial relations issues and, as such, is a crucial part of MASC’s work. Elections for places on the group are carried out at MASC’S September meeting.

Joint Academic Trainees Subcommittee
The Joint Academic Trainees Subcommittee (JATS) considers and takes forward issues affecting academic trainees on behalf of MASC. The group is comprised of the academic trainees on MASC, representatives from the Junior Doctors Committee and from GP and public health trainees and two elected by the Clinical Academic Trainees’ Conference.

Women in Academic Medicine
The Women in Academic Medicine is a small group of MASC members interested in taking action to help resolve the issues raised in the Women in Academic Medicine report produced by the committee in 2008 and subsequent reports on the Gender Pay Gap and Career Breaks. It is also responsible for organising the Women in Academic Medicine Conference being held on Friday 14 October 2016.
What the Medical Academic Staff Committee does

**Negotiations**
The MASC meets regularly with the Universities and Colleges Employers Association (UCEA) at both officer and secretariat level to discuss academic contracts. A Stakeholder Forum, comprising representatives of the BMA, the British Dental Association, the University and College Union and the employers meets at least once per year to discuss non-contractual issues. MASC members also meeting with representatives of National Institute for Health Research, the Medical Schools Council, The Academy of Medical Sciences and Health Education England.

**Guidance**
The MASC produces guidance for members, such as the Medical Academic Handbook and guidance on job planning, appraisal and revalidation. It also provides guidance to Member Relations staff on individual cases.

**Policy Documents**
Policy documents on topical issues are produced to guide discussions, most recently the paper ‘Every doctor a scientist and scholar’ and the report on the Walport Report 10th Anniversary Symposium.

**Consultations**
The committee responds to external consultations and leads on drafting BMA-wide responses to consultation on issues affecting medical academics, medical research and higher education.
Conference of Medical Academic Representatives (COMAR)

COMAR is the BMA’s annual conference for doctors employed at UK medical schools, higher education institutions and other institutions engaged in medical research. It is the representative body of all medically qualified research workers and teachers who hold contracts of employment with a university, a medical school, the Medical Research Council and other non-NHS institutions engaged in medical research. Following changes to the constitution in 2010, NHS doctors with honorary academic contracts and pharmaceutical physicians may also attend. The meeting is an opportunity for medical academics from across the UK to come together to discuss key issues and vote on the priorities for the MASC for the coming year. As a member of the MASC, you automatically have a place at COMAR 2017, so please put the date in your diary.

A Conference Agenda Committee (CAC) works throughout the year on the programme for COMAR. Elections to the CAC are held at COMAR.

Academic Trainees’ Conference

This conference is aimed at providing practical advice and support to academic trainees. The conference provides a national forum at which academic trainees are able to meet, network and share experiences through a variety of keynote speeches, breakout groups and workshops. The next conference will take place in early February.
Role of a MASC member

MASC members have a number of roles; these are outlined below and both the secretariat and other members of the committee will be happy to offer any further advice that you may need.

– Preparation for and attendance of MASC meetings
  MASC members should endeavour to attend all meetings of the main committee for the session. Video-conferencing is available if you cannot make it in person (see below). If you are unable to attend please contact the secretariat as soon as possible. Papers for meetings will be circulated a week in advance of the meeting both electronically and in hard copy (if requested). It is important to have considered these in advance of the meeting; they contain all the information needed to guide debate on agenda items. We are keen to hear your views during meetings and should you wish to speak, just raise your hand and the Chair will call on you in turn.

– Undertaking particular roles within the committee
  The key policy areas for the committee are led on by the officers of the committee but we welcome input from other members of the committee. Opportunities also arise to represent the committee in additional roles. For example, MASC will be looking for a representative to the BMA’s Equality and Inclusion Committee and for members of the Regional Services Liaison Group. If you are interested in becoming involved, please ask the secretariat for further details.

– Involvement with the electronic work of the MASC
  MASC is often invited to respond to consultations and to give comments on internal BMA documents. Comments will also be requested on documents produced by the secretariat, for the planning of conferences and events and on issues that have arisen. The secretariat will circulate information on the listserver and we invite you to respond, also via the listserver. You may find it easier to keep...
track of MASC emails if you set up rules on your email system to divert them to a specific folder or folders.

– **Representation on other committees**
  The MASC sends representatives to a number of internal and external committees. Appointments are made at the September meeting and a list of committees circulated over the summer. Representatives need to be able to attend the meetings and provide a written report for the next meeting of the MASC. The BMA committees that representatives attend are normally either: **BMA Branch of Practice meetings** such as the Consultants Committee and the Junior Doctors Committee, which meet to consider the issues of importance to those groups, or **Professional Committees** such as the International Committee and the Ethics Committee. A full list of the committees to which representatives are elected will be circulated by the secretariat.

– **Deputising for other members of the committee**
  If deputies are required an email will be sent on the MASC listserver.

**Expenses**
Reasonable travel costs and expenses for MASC meetings are met by the BMA. First class travel is reimbursed if you have to travel further than 50 miles. However, **please buy advance tickets in order to minimise costs**. In order to claim, please submit receipts, tickets or evidence of travel following meetings. An attendance list is also circulated at meetings; please ensure that you sign this so that expenses can be processed.

Expenses are processed through the on-line Concur system: bma.org.uk/about-the-bma/how-we-work/concur-training-committee

If you have to leave home before 6.30am to attend a meeting, or will not return home until after 11.30pm, you are eligible to claim overnight expenses. Please contact the Committee Secretary if you think this will be necessary.
There are a number of hotels located nearby the BMA at which members have preferential rates. A list of these hotels is circulated at the start of the session.

**Video-Conferencing**
For some meetings you may find it easier to join via video conference from your home or workplace. Video-conferencing and webcam facilities are available at BMA house, regional centres, and in the Scotland, Wales and Northern Ireland offices. If you would like to video conference into a meeting, please contact the secretariat.

**Honoraria**
Members of the MASC are able to claim honoraria; however they will be required to complete 12 meeting days without payment. Please indicate on the meeting attendance sheet if you wish to claim. Claim forms for other agreed meetings are available from the secretariat. Payments will be made directly into members’ bank or building society accounts.

**Childcare and associated expenses**
We can provide care for under 5s, 5-14 year olds, and dependants (adults and 14-18 year olds requiring care) through the BMA family friendly fund. With a minimum of four weeks’ notice care can be provided for approved BMA meetings, either at BMA House, or elsewhere to minimise disruption. In order to apply for care you must complete a copy of the care requirements form, which will be available from committee staff or the BMA conference unit.

**Prayer Room**
A prayer room is available at BMA House and the national offices. If you would like access to the prayer room please ask the secretariat who can provide you with further details.

**Catering**
Please let us know if you have any dietary requirements. You can email them to committee.services@bma.org.uk.
Communications

**MASC email listserver**
The MASC list-server has a small membership comprising only those members who are elected to the committee, co-opted members, ex-officio members and relevant BMA staff. It is the main method by which members of the committee and the secretariat communicate between meetings.

All members of the MASC are added to the listserver following their election. The listserver is similar to a group e-mail system and will allow you to participate in group discussions. Once you have been added you will be sent a welcome note providing detailed information about posting e-mails and managing the system.

Please note that when you send a message to the listserver all members will receive it, and therefore **any individual enquiries should be sent separately or forwarded to the relevant individual.** We will ask you to accept listserver terms and conditions when you first join.

The secretariat will use the listserver to disseminate key information, consultation documents for consideration, draft policy papers and guidance for review, and requests for volunteers to attend meetings on behalf of the committee.

Given the number of emails which are sent to the listserver you may find it easier to manage if you set up a separate folder for listserver emails and create a rule to ensure that emails to the listserver go into that folder.

**The COMAR Listserver**
The COMAR listserver functions in exactly the same way as the MASC listserver. However, it has a much larger membership, comprising all current and past members of COMAR, which includes all members of the MASC.

The secretariat often uses this listserver to disseminate information and to request intelligence on developments locally. It is therefore important that you are also active in this forum.
BMA Communities
There is also an academics part of the BMA Communities where any academic member can post their thoughts. To take part in these discussions go to:
http://communities.bma.org.uk/academics

The MASC Secretariat
The secretariat provides support and advice for the entire committee, to enable it to function effectively and achieve its aims. It is part of the BMA’s Committee Services. The MASC Secretariat is headed by Committee Secretary David Cloke, and supported by the committee support team. Please contact the secretariat (see page 15 for contact details) if you need any advice, either on issues which have arisen at meetings, the functioning of the committee or the functioning of the BMA.

Dignity at Work Policy
We try to ensure that all members of staff have a safe, healthy and fair working environment. We do not tolerate bullying or harassment of any kind. Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, unfairly criticise or injure the recipient. Harassment includes unwanted conduct related to a protected characteristic, conduct of a sexual nature, or less favourable treatment for rejecting or submitting to unwanted conduct. You can read further details online, including what to do if a complaint is made against you and contact details for confidential support.
Further information and contacts

<table>
<thead>
<tr>
<th>Name</th>
<th>TITLE/DESCRIPTION</th>
<th>Phone</th>
<th>Email</th>
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</thead>
<tbody>
<tr>
<td>David Cloke</td>
<td>MASC Committee Secretary</td>
<td>020 7383 6615</td>
<td><a href="mailto:dcloke@bma.org.uk">dcloke@bma.org.uk</a></td>
</tr>
<tr>
<td>Kathryn Reece</td>
<td>Committee Support and Advice Officer</td>
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<td><a href="mailto:kreece@bma.org.uk">kreece@bma.org.uk</a></td>
</tr>
<tr>
<td>Winifred Annan</td>
<td>Co-ordination and Support Officer</td>
<td>020 7383 6264</td>
<td><a href="mailto:wannan@bma.org.uk">wannan@bma.org.uk</a></td>
</tr>
<tr>
<td>Janette Moran</td>
<td>Committee Policy Executive, Scottish MASC</td>
<td>0131 247 3026</td>
<td><a href="mailto:jmoran@bma.org.uk">jmoran@bma.org.uk</a></td>
</tr>
<tr>
<td>Hilary Nesbitt</td>
<td>Executive Officer, Northern Irish MASC</td>
<td>028 9026 9668</td>
<td><a href="mailto:hnesbitt@bma.org.uk">hnesbitt@bma.org.uk</a></td>
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<tr>
<td>BMA Head Office</td>
<td>General Enquiries</td>
<td>020 7387 4499</td>
<td></td>
</tr>
<tr>
<td>First Point of Contact</td>
<td>Employment advice and general information</td>
<td>0300 123 123 3</td>
<td><a href="mailto:support@bma.org.uk">support@bma.org.uk</a></td>
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The Committee’s email address for general enquiries from members of the BMA is: info.masc@bma.org.uk

There is also a wealth of information on the BMA website and in the e-newsletter. Make sure you are registered with the BMA as a medical academic in order to receive information aimed at academics’ bma.org.uk/signin
Acronyms

A
AAC Advisory Appointments Committee
ABPI Association of the British Pharmaceutical Industry
ACCEA Advisory Committee on Clinical Excellence Awards
ACF Academic Clinical Fellow
AFPM Associate of the Faculty of Pharmaceutical Medicine
AFT Academic Foundation Trainee
AHSN Academic Health Sciences Network
AoME Academy of Medical Educators
AMRC Association of Medical Research Charities
AMS Academy of Medical Sciences
AoMRC Academy of Medical Royal Colleges
APPG All Party Parliamentary Group
ARCP Annual Review of Competency Progression (for juniors)
ARM Annual Representative Meeting (of the BMA)
ASME Association for the Study of Medical Education
AVC Additional Voluntary Contribution (to a pension)

B
BBSRC Biotechnology and Biological Sciences Research Council
BDA British Dental Association
BIS Department of Business, Innovation and Skills
BMA British Medical Association
BMJ British Medical Journal
BoP Branch of Practice (BMA)
BoS Board of Science of the BMA
BSMS Brighton and Sussex Medical School

C
CASSC Clinical Academic Staff Salaries Committee
CASAG Clinical Academic Staff Advisory Group (of UCEA)
CCDAS Central Committee for Dental Academic Staff
CCG Clinical Commissioning Group
CC Consultants Committee (of the BMA)
CCST Certificate of Completion of Specialist Training
CCT Certificate of Completion of Training
CDO Chief Dental Officer
CEA Clinical Excellence Award
CEGPR Certificate of Eligibility for General Practice Registration
CESR Certificate of Eligibility for Specialist Registration
CfWI Centre for Workforce Intelligence
CL Clinical Lecturer
CLAHRC Collaborations for Leadership in Applied Health Research and Care
CMO Chief Medical Officer
CNST Clinical Negligence Scheme for Trusts
COMAR Conference of Medical Academic Representatives (of the BMA)
COPMeD Conference of Postgraduate Medical Deans
CPD Continuing Professional Development
CQC Care Quality Commission
CSL Clinical Senior Lecturer

D
DDRB Doctors’ and Dentists’ Review Body
DH Department of Health (in England)
DHSSPS Department of Health, Social Services & Public Safety (Northern Ireland)
DSC Dental Schools Council

E
EA Employment Advisor (of the BMA)
EC European Commission
E-CAT Edinburgh Clinical Academic Track
ESHLSG Ethical Standards in Health and Life Services Group
EU European Union
EWTD European Working Time Directive

F
FoI Freedom of Information
FPC First Point of Contact (formerly askBMA)
FPM Faculty of Pharmaceutical Medicine
FSAVC Free Standing Additional Voluntary Contribution (to a pension)
FTE Full Time Equivalent
BMA medical academics staff committee

G
GDC General Dental Council
GMC General Medical Council
GMP Good Medical Practice (GMC)
GPC General Practitioner’s Committee (of the BMA)
GWC General Whitley Council

H
HA Health Authority
HEE Health Education England
HEFCE Higher Education Funding Council for England
HEI Higher Education Institution
HENSE Health and Education National Strategic Exchange (between BIS and the DH)
HFEA Human Fertilisation and Embryology Authority
HMSO Her Majesty’s Stationery Office
HRA Health Research Authority
HSC Health Service Circular
HSE Health and Safety Executive
HSG Health Service Guideline
HYMS Hull York Medical School
I
IATP Integrated Academic Training Pathway
IC Imperial College London
ICAS Independent Complaints Advocacy Service
IRO Industrial Relations Officer (of the BMA)

J
JATS Joint Academic Trainees Subcommittee (of the BMA)
JDC Junior Doctors Committee (of the BMA)
JMCC Joint Medical Consultative Council
JMF Junior Members Forum (of the BMA)
JNC (J) Joint Negotiating Committee (Juniors)
JNC(S) Joint Negotiating Committee (Seniors)

K
KCL King’s College London
KPI Key Performance Indicator

L
LA Local Authority
LETB Local Education and Training Board
LNC Local Negotiating Committee
LSHTM London School of Hygiene and Tropical Medicine
LREC Local Research Ethics Committee
LTFT Less than full time
M
MAC Medical Advisory Committee
MADEL Medical and Dental Education Levy
MASC Medical Academic Staff Committee (of the BMA)
MEC Medical Ethics Committee (of the BMA)
MEP Member of European Parliament
MHRA Medicines and Healthcare Products Regulatory Agency
MP Member of Parliament
MPET Multi-Professional Education and Training
MRC Medical Research Council
MSC Medical Students Committee (of the BMA)
MSC Medical Schools Council
MWAG Medical Workforce Advisory Group (of HEE)
MWF Medical Women’s Federation

N
NCAA National Clinical Assessment Authority
NCCRD National Coordinating Centre for Research Capacity and Development
NHSE NHS Employers
NHSE NHS England
NHSLA National Health Service Litigation Authority
NHSPS National Health Service Pension Scheme
NICE National Institute for Health and Clinical Excellence
NIHR National Institute for Health Research
NIMASC Northern Ireland Medical Academic Staff Committee (of the BMA)
NPSA National Patient Safety Agency
NRES National Research Ethics Service
NTN National Training Number

O
OOH Out of Hours
OOPE Out of Programme Experience
OOPR Out of Programme Research
OSCHR Office for the Strategic Co-ordination of Health Research

P
PA Programmed Activity (unit of time in the NHS consultant contract. Usually 4 hours)
PB Political Board (of the BMA)
PFI Private Finance Initiative
PHE Public Health England
PHMC Public Health Medicine Committee (of the BMA)
PLG Patient Liaison Group (of the BMA)
PPP Personal Pension Plan
PSA Professional Standards Authority for Health and Social Care

Q
QMUL Queen Mary, University of London (Barts and The London School of Medicine and Dentistry)
QUB Queen’s University Belfast
R
REF Research Excellence Framework
RCC Regional Consultants Committee (of the BMA)
RJDC Regional Junior Doctors Committee
RO Responsible Officer
RSLG Regional Services Liaison Group (of MASC)
RST (DH) Revalidation Support Team

S
SAGP Senior Academic GP
SAPC Society for Academic Primary Care
SASC Staff and Associate Specialists Committee (of the BMA)
SCREDS Scottish Clinical Research Excellence Development Scheme
SFC Scottish Funding Council
SGUL St George’s, University of London
SIFT Service Increment for Teaching
SLA Service Level Agreement
SMASC Scottish Medical Academic Staff Committee (of the BMA)
SoS Secretary of State
SPA Supporting Professional Activity
SpR Specialist Registrar
StR Specialty Trainee
STEM(M) Science, Technology, Engineering, Mathematics (and Medicine)
T
TCS Terms and Conditions of Service
TUPE Transfer of Undertakings (Protection of Employment) Regulations 1981

U
UCEA Universities and Colleges Employers Association
UCL University College London
UCU University and College Union
UEA University of East Anglia
UKCRC UK Clinical Research Collaboration
UKFPO UK Foundation Programme Office
UUK Universities UK
USS Universities Superannuation Scheme
UWE University of the West of England

W
WAM Women in Academic Medicine Group (of MASC)
Equal opportunities policy
We are committed to equality in the provision of services to our members and stakeholders. This ensures that all members, those applying for membership, and other service users will receive the highest possible standards of service from us, irrespective of race, ethnicity, gender, sexual orientation, marital status, civil partnership status, age, disability, chronic illness, religion or belief. You can read further details on our equal opportunities policy online.